

MERIT PROMOTION ANNOUNCEMENT

DEPARTMENTS OF THE ARMY AND AIR FORCE  
OFFICE OF THE ADJUTANT GENERAL  
NORTH CAROLINA NATIONAL GUARD  
HUMAN RESOURCES OFFICE  
4105 REEDY CREEK ROAD  
RALEIGH, NORTH CAROLINA 27607-6410

ANNOUNCEMENT #: ANG 02-2004/ANG-AGR 2004-01

OPENING DATE: 06 February 2004  
CLOSING DATE: 23 February 2004

ANTICIPATED FILL DATE: 04 April 2004

POSITION TITLE AND NUMBER:

Human Resources Specialist (Military)  
PDCN: 80527E00  
Three (3) positions

UNIT/ACTIVITY AND DUTY LOCATION:

145<sup>th</sup> Mission Support Flight,  
NCANG, Charlotte, NC

GRADE AND SALARY: (Includes Locality Pay of 10.09%)

TECH

GS-0201-09 \$39,690 - \$51,599

GS-0201-07 (Trainee) \$32,447 - \$42,177 per year  
EMPLOYMENT STATUS:  
Excepted Service

AGR: Current on-board AGR members only.  
Pay and allowances commensurate with military  
Grade not to exceed MSGT/E-7.

WHO CAN APPLY: The area of consideration for this position is NCANG FULL TIME SUPPORT PERSONNEL ONLY. TECHNICIAN: Applications will only be accepted from current Excepted employees of the North Carolina Air National Guard. AGR: There is no AGR Employment Authorization for this position. The only AGR applications that will be considered for this position will be those submitted by personnel who are current on-board AGR employees of the NCANG.

HOW TO APPLY: TECHNICIAN: Applicants interested in the technician position may apply by submitting an Optional Application for Federal Employment (Optional Form 612), resume or any other form of application. It is required that the Knowledge, Skills and Abilities (KSA) listed below be addressed and attached to the application. AGR: Current AGR members must submit an Application for Active Guard/Reserve (AGR) Position (NGB Form 34-1).

NOTE: Information that must be provided when applying for a technician position is as follows: announcement number; name; address; telephone number; social security number; date of birth; citizenship; education; work experience; and other job-related qualifications.

Applications must be sent to: North Carolina National Guard, ATTN: OTAGNC-HRO, 4105 Reedy Creek Road, Raleigh, NC 27607-6410, to be received not later than the close of business on the above indicated closing date.

QUALIFICATION REQUIREMENT: Must have 12 months experience which demonstrates that the applicant has acquired the below listed KSA'S.

KNOWLEDGE, SKILLS & ABILITIES (KSA'S)

Below are listed the KSA's for this position. Each technician applicant must prepare separate (plain paper) listing to address all KSA's and explain the civilian and military work experience (with dates) that provided that KSA. These comments must be addressed in the order they appear below and attached to the application when applying for the position. Applications must reflect duties and responsibilities of positions/jobs addressed. This must be on the application/resume. The KSA's must be addressed on a separate sheet of paper. Failure to include attachment of the KSA Statement will result in your application not being considered for employment. ASSISTANCE IN COMPLETING THE KSA STATEMENT MAY BE OBTAINED BY CALLING 919/664-6172 OR 704/391-4169.

1. Ability to plan, organize, schedule, oversee, review and carry out the work in one or more specific personnel programs or functions.

2. Knowledge and ability to provide assistance and guidance to organizational and unit commanders, subordinate employees, serviced units, military personnel and their dependents.

3. Knowledge of and ability to process and accomplish a variety of personnel actions of varying complexities associated with the assigned functional area or program (i.e. - enlistment, separation, retirement, assignments, promotions, customer support, training/classification, awards/decorations).

**CONDITION OF EMPLOYMENT:** Occupants of this position must maintain continuous military membership in the North Carolina Air National Guard (NCANG). NCANG status (military grade, DAFSC, military unit) and experience must be entered on the application. The recommended applicant will not be approved for appointment until they occupy a compatible AFSC in the NCANG shown under Military Assignment on the reverse side of this announcement. The applicant selected for this position will be required to participate in the Direct Deposit/Electronic Fund Transfer Program. The recommended applicant will not be approved for promotion/appointment until the appropriate physical examination is completed.

**MILITARY ASSIGNMENT:** Assignment in a compatible Enlisted position in the NCANG is mandatory. AGR grade not to exceed MSGT/E-7. AFSC: 3S0X1, 3S0X0.

**EVALUATION FACTORS USED:** Personal interviews, review of application and the KSA Statement.

**PRINCIPAL DUTIES AND RESPONSIBILITIES:**

Serves as advisor to commanders on assigned unit human resources (HR) programs. Interprets policy and provides procedural guidance to commanders, supervisors, and staff members. Provides guidance and assistance on unit program(s) for which responsible. Provides training to supervisors on all military human resources issues. Analyzes data and subsequent determinations regarding any number of human resources matters that may involve or affect AGRs, drill status guardsmen, and/or family members. Advises supervisors or managers within unit when actions may affect productivity or mission. Conducts staff visits and trains personnel (AGRs), traditional drill status guardsmen, supervisors, managers, etc.) within the unit in all programs for which responsible. Conducts periodic briefings for staff, commanders, and administrative personnel to promote a full understanding of all aspects of the assigned program(s). Provides commanders, supervisors, and the MPF staff with a variety of statistical data reports pertaining to military HR issues to assist in HR management decisions. Accomplishes/oversees the accomplishment of technical support work in each of the functional areas within this program area. Incumbent has responsibility/accountability for assigned program accomplishment personally and through subordinate full time technicians and/or drill status guardsmen when assigned:

**Career Enhancements:** Plans, directs, controls and provides advisory services on all aspects of the Career Enhancement program for both Active Guard Reserve (AGR), unit drill status guardsmen, full time technicians and potential members. Develops internal policies and procedures governing administration of the following programs: Officer Performance Report/Enlisted Performance Report (OPR/EPR), and officer, enlisted promotions and enlisted demotions. Monitors monthly reports on performance raters and changes of raters to maintain an accurate record. Provides administrative control management, development and advisory service for military awards and decorations. Reviews Line of Duty (LOD) determinations for administrative accuracy, tracks progress and initiates incapacitation pay requests (if applicable). Manages and provides guidance and technical expertise of various special programs to include Deserving Airman Promotion Program, Reserve Officers Personnel Management Program, Exceptional Promotion Program, and Extensions/Reenlistment Program. Administers the test program, which includes the Air Force Officer Qualifying Test (AFOOT), Defense Language Aptitude Battery Test (DLAB), Defense Language Proficiency Test (DLPT), and Air Force Classification Test (AFCT). Monitors the Weight and Body Fat Management Program to ensure compliance with regulatory and legal requirements and conducts staff assistant visits. **Customer Service:** Plans, directs, and controls all aspects of the Customer Service Program. Manages the Air Force Personnel Records System. Develops procedures and establishes policy for building, updating, auditing, and accountability of and disposition of automated and manual records. Monitors the maintenance and security of the Unit Personnel Record Group (UPRG) ensuring content meets regulatory requirements and are safeguarded. Manages the Point Credit Accounting and Reporting System (PCARS) program. Is the focal point within the MPF for various entitlement programs (i.e., TRICARE medical/dental, Survivors Benefit Plan, Thrift Savings Plan (TSP), Family Care Program, etc). Provides assistance and information on active duty benefits for AGR members. Monitors and provides technical guidance to workers performing counseling regarding the Servicemen Group Life Insurance (SGLI) benefits. Responsible for oversight, verification, authorization of identification (ID) cards for all branch service members, retired members, and enrollment of eligible family members in Defense Enrollment Eligibility Reporting System (DEERS). Administers the Casualty Service Program and serves as technical advisor, and as the Casualty Assistance Representative (CAR). Provides casualty assistance (at locations without established Casualty Service work centers) according to governing directives. Serves as focal point for entire organization concerning Privacy Act matters, military dress and appearance policy and procedures.

Maintains and ensures Records of Emergency Data forms are accomplished. Employments: Plans, directs, and controls all aspects of the human resources employment program 'Responsible for the development of internal policies and procedures governing administration of Personnel Employment programs to include inbound assignment for officer and airmen personnel; certification of military qualifications and assignment eligibility for AGRs, traditional drill status guardsmen applicants; and in-processing of personnel. Manages the Unit Manpower Document (UMD) as directed by Headquarters, National Guard Bureau (HQ NGB) for all serviced units. Ensures compliance with regulatory requirements regarding excess and over-grade assignments within the UMD. Creates, maintains and distributes the unit vacancy list using the UMD. Ensures processing of classification/on-the-job training actions is accurate and processed in MILPDS. Ensures processing of AF Forms 422, Physical Profile Serial Report. Administers the overall absentee and desertion program. Relocations: Plans, directs, and controls all aspects of the Relocation program for all members. Responsible for the development of internal policies and procedures governing administration of the following programs: reassignments (voluntary/involuntary), separations (voluntary/involuntary), unsatisfactory participation, retirements, conditional releases.. advise commanders' on stop-loss, activation periods, and demobilization, and inter- and intra-service transfers. Counsels members on retirement benefits and eligibility, insurance, veterans benefits, and survivor benefit plans. Establishes policies and procedures for temporary duty (TOY) relocation processing. Manages all prior and non-prior service enlistment processing. Develops policies and procedures for package review and accession build. Ensures all subsequent enlistment actions are taken to include creation of the Unit Personnel Record Group (UPRG). Ensures accuracy of human resources data system and performs functional review of data reliability relative to the relocations program. Readiness: Develops wing readiness plans for the administration of contingencies and mobilizations. Determines human resources requirements in support of mobilization. Coordinates with gaining Major Commands (MAJCOMs), Headquarters, Personnel Readiness Center (PRC), National Guard Bureau (NGB), and unit commanders regarding all matters concerning the activation and/or deployment of forces. Manages the non-contingency duty status program. Maintains all human resources data systems requirements and provides required reporting to Crisis Action Team (CAT)-PRC. Manages mobilization orders contingent upon Presidential Reserve Call up (PRC) or partial mobilization. Prepares and presents periodic briefings/orientations or mobilization procedures to all commanders required to support deployments. Develops, prepares, analyzes, and coordinates with wing plans office on all unit deployments and wartime tasking and Contingency Operations Plans (CONOPS). Identifies readiness issues and problems that directly impact wing and individual organizations ability to deploy. Develops appropriate annexes to wing contingency plans, mobilization plans (MOPLANS), continental United States (CONUS) base use plans, and ability to operate and survive plans. Administers the official government passport and visa program for government travel. Manages contingency and exercise deployments. Serves as advisor to wing/unit commanders on deployment programs. Interprets policy and provides procedural guidance to wing/unit commanders, supervisors, staff members, and unit deployment managers (UDM) concerning deployment process. Advises wing Installation Deployment Officer (100), Unit Deployment Manager (UDM), and MPF Commander on Unit Type Code (UTC)/Unit Manning Document (UMD) and any other readiness issues. Analyzes data and subsequent determinations regarding any number of human resources readiness matters, which may involve or affect AGR's, and traditional drill status guardsmen. Analyzes deployment data to effectively assist in completing unit supportability estimates. Processes interface with MANPER-B to validate duty and generate Automated Schedule of Events (AMSOE) products in accordance with the established procedures and time frames. Produces accurate and timely standard and non-standard COMPES products that satisfy needs of deployment managers and provides a current and accurate profile of deployment capability and status. Prepares for and participates in various types of readiness exercises and evaluations such as Operational Readiness Inspections (ORI), Air Expeditionary Force tasking (AEF), and Inspection General Exercises (IGX). Assists in direction, coordination, and control of exercise, deployments, and redeployments by developing and coordinating event lists, checklists, etc. for assigned areas to effectively test the deployment/readiness capability/status of the wing. Prepares after action and lessons learned reports. Manages Deployment Systems. Manages and controls the Personnel Module of the Integrated Deployment System (IDS), critical to deployment/employment of tasked personnel in support of global operations. Manages the local deliberate planning and execution of higher headquarters tasking utilizing the IDS subsystem-Deployment Management System (OeMS) to disseminate and integrate plans and personnel data for controlling, implementing, coordinating, planning, and executing all functions concerning deployment of wing personnel. Manages the Deliberate Crisis Action Planning and Execution System (DCAPES) located on the Manpower Personnel Base Level (MANPER-B) System. Responsible for controlling and maintaining readiness data in the MANPER-B System. This includes all readiness databases including all hardware/software applications located on MANPER-B system. Coordinates with higher headquarters to ensure receipt and interface of contingency/exercise/manning assistance requirement levies. Responsible for control, import/export and accountability of data utilizing the secure Red Mini system in accordance with the applicable instructions. Interfaces contingency/execution/management assistance with local base functions. Maintains personnel accountability and duty status reporting to ensure accurate and timely data is available for Command and Control (C2) for contingency/exercise/manning assistance. Provide manual deployment inquiries and deployment reports to higher headquarters on an as needed and periodic basis. Build Manpower (standard/non-standard UTCs) plans as required. Manages personnel readiness strength accountability. Responsible for management and execution of Contingency Exercise and Deployment (CEO) orders. Is responsible to the Military Support Flight Commander for the Personnel

Force Personnel Center, MAJCOM, and local units to ensure accurate and timely duty status accountability. Provides technical guidance and instruction to base organizations on all aspects of Personnel Readiness. Provides training to all base 3S0X1 technicians on all Personnel Readiness functions. Manages the deployable equipment and supply program to include requisitions, inventories, turn-in and repair of contingency and PERSCO Team equipment. Directs and implements scheduled maintenance and serviceability checks of mobility equipment. Serves as Classified Control Officer responsible for safeguarding and proper destruction of classified material LAW AF instructions, higher headquarters and local guidance. Conducts Risk Analysis on the MANPER-B system ensuring compliance with appropriate instructions. Responsible for the Computer Security Support Plan (CSSP). Responsible for the safeguard and access of Red Mini. Performs computer system security management. Controls systems access for MANPER and OeMS. Assigns and maintains passwords, authorization lists and publishes security directives for users of classified systems. Performs periodic security inspections. Receives TEMPES interview to meet transmission and receiving of classified information requirements. Prepares and reviews classified computer risk analysis. Performs other duties as assigned.

INSTRUCTIONS TO COMMANDERS/SUPERVISORS: This position vacancy announcement will be given the broadest possible dissemination. A copy of this announcement will be posted to your unit/activity bulletin board.

ADDITIONAL INSTRUCTIONS:

1. Applicants are requested to identify, on a separate sheet of paper, their race and national origin from one of the following categories: Male or female; American Indian or Alaskan native; Asian or Pacific Islander; Black, not of Hispanic origin; Hispanic; white, not of Hispanic origin. Submission of this information is voluntary and will be used in support of the NCNG Equal Employment and Affirmative Action Programs.
2. An initial, and periodic medical examination may be required for jobs located in working areas which have a high exposure risk to conditions which may result in occupational illness or injury.
3. Participants in the Selected Reserve Incentive Program will be administered as prescribed by NGB Pamphlet 600-15.
4. A permanent change of station (PCS) will not be authorized for the individual selected for this position unless agreed upon in advance by HRO and a PCS order is prepared prior to effective date.
5. Males born on or after 1 January 1960 must be registered with the Selective Service in order to be considered for federal employment.

DISTRIBUTION:

A, B-3, C-3, G-25, H-3, J-3, K-3, M, N-12, P-9, Q, W-2, Y-2, R: HRO-20, AGAV-1, AGCS-3, DCSANG-1, DCSLOG/G4-4, DCSOI-3, DCSPER-3, FMCB-2, IG-1, SCSM-1, SRAA-1, VCSOP-1